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EDITORIAL COMMENT

GREETINGS

The JOURNAL wishes its readers, wherever they may be, all over the world, a very happy and joyous Christmas.

WHY ARE HOSPITAL POSITIONS NOT DESIRED?

We have recently been in correspondence with the superintendent of a very attractive hospital of moderate size who has been having great difficulty in securing an expert graduate for the work of the operating room. The living conditions are exceedingly attractive and comfortable, and the salary, \$55, in comparison with that paid nurses doing such work a few years ago, we consider exceedingly liberal. The superintendent asks why, with conditions so comfortable and with a salary so good, it is difficult to find nurses who are willing to undertake this work.

We know that this particular superintendent is not alone in her difficulty, but that each year it is becoming harder to procure competent graduate nurses for our hospitals, both large and small. Not only for operating-room service, but for the supervision of obstetrical departments, great private pavilions, and for surgical wards where every case is an emergency, under-graduates are employed, who are young in years as well as in experience, though the hospital is not only financially able, but is desirous of securing more responsible heads. We think there is another side to this question than the financial one, because even though a nurse may, immediately after graduation, enter some one of the fields of nursing which give her independence and greater remuneration, she soon learns that the cost of living on the outside, the wear and tear on clothing, and the expense of illness, if such comes, make her saving power no greater or less than in a hospital position, where all living expenses are included and where she is cared for when ill.

We want to get at the reason from the graduate's point of view, for her unwillingness to remain in the hospital's service. Is it discipline, or poor food, or long hours, or responsibility, or lack of appreciation? There must be a reason for it. Or is it simply the economic one of supply and demand, that with the tremendous increase in the number of hospitals, and of positions, there are not enough really competent women with executive ability to fill these positions? This is an interesting question because it seems to be parallel in a way to that of the scarcity of probationers to fill the ranks of the schools.

THE VALUE OF RECORDS

In the years to come, after those of us who did pioneer work in the nursing profession have passed away, the work that has been done for nursing organization, for state registration, and for standardizing the membership of our nursing associations will be studied by future generations of nurses in much the same way as Miss Dock has studied old records from the archives of Europe for her *History of Nursing*, and it is becoming more and more important that official records of the work that has been done by nurses and associations in different states should be assembled.

Within a few days of each other, two requests have come to us asking for the coöperation of the JOURNAL in collecting such reports and records, from two well-known members of the American Nurses' Association, Miss Stewart, writing for Miss Nutting of Teachers College, and Miss M. E. P. Davis of Massachusetts.

Miss Stewart writes:

The Nursing and Health Department of Teachers College, Columbia University, is very anxious to secure, for the use of its students and for future reference, all the important records, reports, etc., connected with nursing work in this country and abroad.

Miss Nutting wishes to thank those who have always responded so freely to requests for such material, and to ask from all the JOURNAL's readers their coöperation in securing:

1. Training school announcements.
2. Reports of all state nursing associations.
3. All new publications of state boards of examiners—laws, recommended courses of study, examination papers, etc.
4. Reports of nurses' registries, directories, etc.
5. Recent reports of district nursing associations, school nursing, welfare work and hospital social service departments, etc.
6. Reprints of important addresses and papers on nursing and medical subjects.
7. Alumnae magazines.

Won't you please put "The Department of Nursing and Health, Teachers' College, Columbia University" on your permanent mailing list?

Miss Davis, who has been taking a much-needed rest, is establishing as an individual enterprise a bureau of information on training schools and general nursing affairs. She makes the same request of hospitals and training schools, that they send her such reports and such printed matter as they desire to have circulated, and proposes to furnish such information to those desiring it, for a small fee. Her announcement will be found among the Massachusetts news items.

We imagine that in the years to come such material as Miss Nutting and Miss Davis are requesting will be looked for in libraries of colleges, in departments of education, in official registries and the files of registration boards. Such work as Miss Davis proposes to do would be that of an intermediary between the workers in the field and the educational institutions where such material would be finally deposited.

THE HAVEN COUNTRY CLUB

We are always glad to have for publication in the JOURNAL any announcement that has to do with the establishment of club houses or plans for coöperative living for nurses or other workers, knowing how greatly the standards of living are raised and the expenses lowered by such coöperation.

There is no time when self-respecting, educated wage earners, such as nurses, teachers, and social workers feel the pinch of moderate salaries so greatly as after an illness or during a time of enforced rest from over work. What has been known as The Brownery, a convalescent home, maintained by a patron of the Presbyterian Hospital of New York City, has been moved to Nyack-on-the-Hudson, reorganized, and is now a country club, located in a beautiful Colonial house, procured through the generosity of Mrs. Helen Hartley Jenkins.

The fact that Miss Maxwell is president of the new club is a guarantee of its homelike attraction and comfort. It is not intended exclusively for nurses, either of the Presbyterian or any other school, but membership is open, as will be seen by the announcement in another column, to teachers, students, social workers, and to others who may be included in the group of public servants.

"SOCIAL WORK IN HOSPITALS"

Just too late to be reviewed by the editor of the Book Review Department for this month, we have received Miss Cannon's book on *Social Work in Hospitals*, and because of the constant requests coming to our office for a book of this character, we make brief mention of it here.

Notwithstanding the fact that so many hundred nurses are now

engaged in public health work, the literature on the subject, and especially that written by nurses, is of a most meagre character. Miss Cannon writes from the experience of a pioneer worker in this field, having been one of Dr. Richard Cabot's associates at the Massachusetts General Hospital during the constructive period of the social work there. We cannot attempt to review the book, that will be done later by Miss Cameron, but we do wish to call the attention of those who are eager for literature on this subject to the fact that this book, written by Ida M. Cannon, is now obtainable. It is published by the Survey Associates, and can be obtained through the book department of the JOURNAL at the price of \$1.50.

PROGRESS OF STATE REGISTRATION

Plans for legislation are beginning to come in. Kentucky, which as yet has not secured a law, is taking steps toward that end. New York, New Jersey and Connecticut are considering amendments to their present laws, for the purpose of improving existing conditions. It is to be remembered that every law outlives its usefulness after a time and has to be amended in order that there may be progress.

THE JOURNAL AGAIN

In spite of the fact that there have now been three issues of the JOURNAL circulated under the new régime, and that in each number the statement has been made, in these pages, that the printer has been changed and that the subscription and book-order departments are conducted from the editorial office at Rochester, a large proportion of the mail containing renewals, as well as that with new subscriptions, is being directed to the old publisher at Philadelphia, and an unwarrantably large number of such letters is being sent to the new printer at Baltimore. Such carelessness adds one more factor to the possibility of error and delay, and frequently checks and money orders have to be returned for endorsement. Such conditions make it necessary to reiterate what we have already said:

All subscriptions should be sent to the Rochester office.

All complaints and changes of address should be sent to the Rochester office.

All forms of payment, whether checks or money orders, should be sent to the Rochester office and made payable to THE AMERICAN JOURNAL OF NURSING, not to any firm of printers, or to any individual member of the editorial staff or of the board of directors.

We want to urge this especially, as otherwise it is impossible for the heads of departments to keep their personal mail distinct from that of the

JOURNAL, and in case of an individual's being away from the office, the depositing of the check is delayed.

When sending in subscriptions, changes of address, book orders, orders for calendars, news items, etc., subscribers are asked to use separate sheets of paper, as each has to be cared for in a different department, and there is less likelihood of error when the orders are separate than when all are sent together in the form of a letter which has to be passed from hand to hand.

We made the statement last month that renewals, to be credited for a certain month, should be in our hands, at the Rochester office, by the 25th of the month preceding the date of issue, but we find we cannot guarantee to get them into the files at so late a date. Nurses who wish to be sure of not missing a number of the JOURNAL should send changes of address or renewals so that they will be in our hands by the 15th of the month, if possible.

We wish to thank those who have sent us copies of the September JOURNAL. Stamps have been sent in payment wherever the name of the sender was given. We wish to request those who have by any chance received more than one copy of either September or October issues to return the extra copy to us. Because of the delay and confusion in connection with the mailing of these two numbers, we have endeavored to supply copies where complaints have been received of the non-receipt of the regular number, but we have reason to believe that in some instances the subscribers may have received their regular copies later.

For those who are entitled to them, but have not yet received them, we have a sufficient supply of September JOURNALS which we will send if they will again notify us that they are missing. The October and November numbers of the JOURNAL are exhausted.

This change in the JOURNALS' business has emphasized the fact that under the old régime it had increased more than even those of the editorial department had realized. The book-order business, beginning in a small way, as it was established by Miss M. E. P. Davis a few years ago, principally through the effort of her own pen, has taken on such proportions that its clerical detail amounts to almost as much as the subscription list, although its profits are comparatively small. The subscription department, with all that it involves, is a business by itself which can only be understood by those who have had actual experience in doing it. In fact, the whole work of the JOURNAL is one which cannot be appreciated by those without such experience. There is nothing in the training of a nurse, either in the hospital or in private duty that in any way prepares her to understand such detail. A journal such as ours is very different from an alumnae magazine, the expenses of which are met

from the treasury of an association and the subscriptions paid through the alumnae dues. With our magazine we are out in open competition with other technical journals of the same order, not only in the matter of subscriptions, but in the advertising department, which is so necessary and important a part of all magazine work.

We must again emphasize the importance of subscribers attending promptly to the matter of changes of address. An astonishingly large number of JOURNALS are returned by postmasters from all parts of the country from which nurses have moved without leaving an address behind them or sending word to the JOURNAL office. Large numbers of changes of address are sent to us by postmasters themselves, who use a printed form provided by the post office department for that purpose, but even with the careful provision made by the United States postal authorities and with the care which we are trying to give to this work, every month a large number of JOURNALS are lost to our subscribers because of their failure to properly notify both the postmaster of the city they are leaving, and the JOURNAL office, of the change. Later, complaints are received from these very women, denouncing the JOURNAL's business methods, and ignoring their own carelessness. We have very little sympathy with a complainant who has allowed six or nine months, sometimes a year, to pass by before reporting to headquarters the failure of the magazine to reach her when she usually demands that all back numbers be supplied.

During these past few months, many perfectly just complaints have remained unanswered because we knew that the cause of the trouble was the delay in the mailing of the magazine, due to the change of publisher, and that the trouble would, in the majority of cases, remedy itself. Moreover the amount of clerical detail work that has been involved in the recent change has made it impossible during part of the time to give as prompt attention to correspondence as we hope to do hereafter.

THE EDITORIAL STAFF ENLARGED

While the responsibility of the reorganization now taking place in the JOURNAL has been placed in the hands of the editor-in-chief at Rochester, the appointment became necessary of a second assistant whose special duty should be the direct supervision of the subscription and book-order departments of the JOURNAL. That this person should be a member of the American Nurses' Association, familiar with different phases of organization work of the country, was recognized, and upon

the recommendation of the members of the editorial staff at Rochester, Miss Bertha J. Gardner, of Newark, N. J., was asked by the directors to undertake this work. Miss Gardner has been a successful private duty nurse, a graduate of the Orange Training School. She has twice been president of her own alumnæ association and of the New Jersey State Association, and at the time of her coming to Rochester was president of her county association and a director of the state association. She has been active in the legislative work of her state, and is well known to many members of the American Nurses' Association. She brings to this new work a capacity for close application to detail work, with physical endurance for long hours of monotonous drudgery, which is developed to a great degree by private duty in women of certain temperaments. Those who know her best will appreciate the fact that her spirit of optimism and sense of humor have been a great factor in carrying through a situation which has been most difficult and trying to all concerned with the work at this particular time. Miss Gardner and Miss Palmer are keeping house together. Beside the editorial staff, a clerical force of four people is regularly employed, with extra assistance at some part of each month.

OCTOBER AND NOVEMBER JOURNALS WANTED

Referring again to the fact that our supply of October and November Journals is exhausted, we would ask any of our readers who do not keep their copies for binding to send them to us, with their names and addresses attached, so that we may fill requests that are coming from some of our subscribers for extra copies. Twenty-five cents will be paid for such back numbers of October and November as are sent us in this way.